

## CCRB INVESTIGATIVE RECOMMENDATION

Investigator: Claudia Paladino	Team: Team # 8	CCRB Case #: 200406994	<input checked="" type="checkbox"/> Force	<input checked="" type="checkbox"/> Discourt.	<input type="checkbox"/> U.S.
			<input checked="" type="checkbox"/> Abuse	<input type="checkbox"/> O.L.	<input type="checkbox"/> Injury
Incident Date(s) Thursday, 07/15/2004 1:30 PM	Location of Incident: 243rd Street and 144th Avenue	Precinct: 105	18 Mo. SOL 1/15/2006	EO SOL 1/15/2006	
Date/Time CV Reported Tue, 07/20/2004 12:14 PM	CV Reported At: CCRB	How CV Reported: Phone	Date/Time Received at CCRB Tue, 07/20/2004 12:14 PM		

Complainant/Victim	Type	Home Address

Witness(es)	Home Address

Subject Officer(s)	Shield	TaxID	Command
1. POM Anthony Salato	24592	926403	105 PCT
2. POF Jennifer Matos	29429	928725	105 PCT
3. An officer			
4. Officers			

Witness Officer(s)	Shield No	Tax No	Cmd Name
1. POM Christop Alden	22004	918681	105 PCT
2. POM Damian Vizcarrondo	11010	929321	105 PCT
3. POM Brian Wimpelberg	08112	896795	105 PCT
4. POM Brendan Parpan	12002	925886	105 PCT

Officer(s)	Allegation	Investigator Recommendation
A.POM Anthony Salato	Abuse: PO Anthony Salato stopped and questioned § 87(2)(b)	
B.POM Anthony Salato	Abuse: PO Anthony Salato threatened § 87(2)(b) with the use of force.	
C. Officers	Force: Officers used physical force against § 87(2)(b)	
D.POM Anthony Salato	Abuse: PO Anthony Salato frisked § 87(2)(b)	
E. An officer	Abuse: An officer searched § 87(2)(b)	
F.POM Anthony Salato	Discourtesy: PO Anthony Salato spoke rudely to § 87(2)(b)	
G.POF Jennifer Matos	Discourtesy: PO Jennifer Matos spoke rudely to § 87(2)(b)	

### Synopsis

On July 15, 2004 at approximately 1:30PM, Officer Anthony Salato and his partners observed a group of individuals obstructing pedestrian traffic at 243<sup>rd</sup> Street and 144<sup>th</sup> Avenue in Queens. Upon direction to disperse, all but one individual, § 87(2)(b) complied. § 87(2)(b) alleged that PO Salato instructed him to stop, threatened him with force, and subsequently used physical force when apprehending him. (Allegations A through C) § 87(2)(b) said that he was frisked and searched and transported to the 105<sup>th</sup> Precinct station house for processing. (Allegations D and E) During that time, and while being transported to Central Booking, § 87(2)(b) alleged that PO Salato spoke discourteously to him, referring to him as “§ 87(2)(b)” commenting that he is from “the ghetto,” and subsequently asking him if he liked popular rap songs playing on the radio in the police vehicle. (Allegation F) § 87(2)(b) said that an officer later identified as PO Jennifer Matos also asked him similar questions en route to Central Booking. (Allegation G) § 87(2)(g)

§ 87(2)(b)

§ 87(2)(b)

§ 87(2)(b)

§ 87(2)(b)

§ 87(2)(b)

§ 87(2)(b)

### Summary of Complaint

§ 87(2)(b) called the CCRB on July 20, 2004 to file a complaint on behalf of her nephew, § 87(2)(b) (encl. 7A-B) She stated that on July 15, 2004 officers stopped § 87(2)(b) in the vicinity of 243<sup>rd</sup> Street and 144<sup>th</sup> Avenue in Queens, asked him for his identification, searched him, stepped on his feet, and twisted his arm before handcuffing him. She identified PO Salato as § 87(2)(b)'s arresting officer and stated that an officer on a scooter was at the scene as well. § 87(2)(b) later clarified during his CCRB interview that his aunt did not witness the incident.

§ 87(2)(b) a § 87(2)(b)-old black male, was interviewed at CCRB on July 27<sup>th</sup>, 2004. On July 15, 2004 at approximately 1:30PM, he and a friend exited a store located on 243<sup>rd</sup> Street and 144<sup>th</sup> Avenue in Queens. They saw a few other friends walking toward them from the opposite end of the street and met together outside of the store. § 87(2)(b) did not recall the name of the friend he was with initially, and did not remember which friends he met up with in front of the store. He did not remember the names of his friends, but that his mother told him she spoke with one of his friends' mothers about the incident and that she might have contact information. During a telephone conversation on August 4, 2004, § 87(2)(b) identified § 87(2)(b) as having been with her son during the incident. Later that day, § 87(2)(b) called the CCRB and confirmed that § 87(2)(b) was there and also said that a girl named § 87(2)(b) was there as well. (encl. 23B-C)

An unmarked police car drove by the group and then made a U-turn and continued driving toward the location. The car stopped in front of the store and three officers exited the vehicle. One officer went inside the store, another officer remained on the sidewalk and the other officer went somewhere else. The fourth officer stayed in the vehicle. A few seconds later, an officer on a scooter (PO1) arrived at the location and told § 87(2)(b) and his friends to leave the location. Everyone except § 87(2)(b) and § 87(2)(b) left the location. PO1 said “don’t let me unleash the DT’s.” PO1 was described as a white male wearing a uniform. § 87(2)(b) started to walk away and shortly after, a different officer (PO2) followed behind him and instructed him to stop, threatening to “gun butt” him if he kept walking away. (Allegations A and B) At that point, § 87(2)(b) left the scene to go home and get his mother, but he never returned and did not witness the rest of the incident. PO2 was described as a white male, approximately 5’6”, with short brown hair, brown eyes, and a stocky build. He was wearing a blue T-shirt and khacki shorts. He appeared to be approximately 35 years old. PO2 asked § 87(2)(b) for his identification, which he provided. He continued asking § 87(2)(b) questions about where he lived and what he was doing in the area. He asked § 87(2)(b) if he “had anything that would stick him.” § 87(2)(b) told him no, and PO2 then stepped on § 87(2)(b)'s sneaker. A few seconds after, PO3 approached them stepped on § 87(2)(b)'s other foot. PO3 was described as a white male, approximately 6’0, with a muscular build, thick eyebrows, and brown hair. He appeared to be 28 years old. PO3 was wearing a black shirt, jeans, and brown shoes. PO2 felt

around § 87(2)(b)'s crotch area and PO3 searched his pants pockets. PO2 then lifted § 87(2)(b)'s arm up behind his head and § 87(2)(b) pulled it down. (Allegations C, D and E) At that point, PO2 handcuffed § 87(2)(b) behind his back. After he was handcuffed, PO4 entered the scene. He was the officer that remained in the vehicle when the other officers exited upon arrival at the scene. PO4 was a white male, approximately 5'10, with a slim build, and light brown hair cut low to his head. He was wearing a brown shirt and jeans with black boots. PO4 approached § 87(2)(b) PO2 and PO3 but did not take any significant action. PO2, PO3 and PO4 brought § 87(2)(b) over to the police vehicle. PO2 drove, PO3 was in the passenger seat and PO4 sat in the back with him. § 87(2)(b) asked the officers why he was being arrested and PO2 said, "Because you're § 87(2)(b). When he got to the station house, another officer asked PO2 what was going on and PO2 told him, "This is Dec § 87(2)(b)" emphasizing the "dee" sound, so as to make fun of § 87(2)(b)'s name. He made a comment like, "That's how they do in the ghetto." PO2 fingerprinted § 87(2)(b). During that time, § 87(2)(b) asked PO2 why he was being arrested and again he told him, "because you're § 87(2)(b). PO2 asked § 87(2)(b) to lift up his shirt to reveal markings or tattoos on his body. PO2 asked § 87(2)(b) if he had any gang affiliation. § 87(2)(b) said no and PO2 asked, "why not?" § 87(2)(b) was placed in a holding cell for about 2 hours. There was one other person in the cell with him at the time. He didn't have any interaction with that person. At one point, PO2 went into the holding cell area and told § 87(2)(b) to remove his belt and shoelaces and give them to him. § 87(2)(b) complied. Another "Detective" named Jen, a white female, and PO2 transported him to Central Booking. Detective Jen drove the police car. On the way to Central Booking PO2 began repeating lyrics to a popular rap song by "50-Cent" and asked him if he liked it. (Allegation F) Detective Jen began reciting words to a popular Jay-Z song and made a similar mocking comment. (Allegation G) § 87(2)(b) did not reply to their questions. After that, PO2 asked § 87(2)(b) if he "liked puppies," and then if he "liked cupcakes." § 87(2)(b) asked them why they were asking him such stupid questions and PO2 asked him what he "has against puppies and cupcakes." § 87(2)(b) did not reply. He went to Central Booking and was charged with § 87(2)(b).

### Results of Investigation

#### **Officer Statements**

##### **PO Salato**

##### **Arrest Report #§ 87(2)(a) 160.50**

PO Salato processed § 87(2)(b)'s arrest and completed and entered into the system the above arrest report. (encl. 9A-C) PO Salato wrote in the narrative section the following statement:

§ 87(2)(a) 160.50  
[REDACTED]

#### **CCRB Interview**

PO Anthony Salato, a § 87(2)(b)-old white male with 10 years tenure, was interviewed at CCRB on August 11, 2004. (encl. 10A-D) He is 5'9" and weighs 250 lbs. He has black hair and brown eyes. On July 15, 2004, PO Salato worked from 9:30AM until 6:05PM and was working with PO Alden and PO Vizcarrondo. They were assigned to Anti-Crime patrol in the 105th Precinct and were wearing plainclothes. They were driving an unmarked car vehicle # 8333 – a green Chevrolet Impala. PO Salato's

memobook indicated that at 2:05PM, a call came over the radio for suspicious males at 144th Avenue and 243rd Street, and at 2:16PM, one person was under arrest and in the process of being transported to the station house regarding the above entry.

PO Salato and his partners passed by 243rd Street, which is a commercial area and saw that there were about five people standing in the street, blocking pedestrian traffic and “heckling” women. PO Salato drove past the location, made a U-turn and then drove past the location again. He could see that people wishing to cross the street were prohibited from doing so. PO Salato remained in his vehicle and stopped in front of the gathering of people. He told the crowd to disperse and move away from the location. Four of the five people complied with the officer’s order, and one person remained behind. At this point during the interview, PO Salato referred to the arrest report. This individual, § 87(2)(b) refused to leave the location when the officer asked him to leave a second time, and said, “You don’t run this block. We do.” At that point, PO Salato exited the police car and asked for § 87(2)(b)’s identification. The other two officers exited the police car as well, but did not approach § 87(2)(b). § 87(2)(b) told PO Salato, “Yo, fuck y’all. I ain’t giving you shit.” In the next few seconds, a small crowd gathered, which caused public inconvenience. PO Salato told § 87(2)(b) that if he did not provide his identification, he would be arrested. § 87(2)(b) still refused to provide identification. At that point, PO Salato approached § 87(2)(b) and tried to put his hands behind his back. § 87(2)(b) tried to walk away and at that point, PO Salato grabbed his left arm, and § 87(2)(b) pulled away from him and shoved PO Salato to avoid being handcuffed. He was flailing his arms and cursing. PO Salato and his partners moved § 87(2)(b) into the doorway to a laundromat where he was handcuffed. PO Salato frisked him at the scene. § 87(2)(b) was placed in the back of RMP # 8333 and went to the 105th Pct. station house with PO Vizcarrondo and PO Alden. There was a uniformed police officer from the 105th Precinct community policing unit at the scene, PO Wimpelberg, who told PO Salato that he had prior encounters with § 87(2)(b) in the past. PO Salato left the scene in a different police vehicle and met § 87(2)(b) at the station house. He did not recall with whom he left the scene. PO Salato did not step on § 87(2)(b)’s feet and did not see his partners do so. The only force that was used was that which was necessary to get § 87(2)(b)’s hands behind his back to handcuff him. PO Salato did not threaten § 87(2)(b) with force at any time and did not hear his partners make any such threats. PO Salato did not arrive at the scene with the intention of making any arrests, and explained that § 87(2)(b) was “putting on a show” for his friends, none of whom were arrested.

PO Salato did not bring § 87(2)(b) in front of the front desk at the station house because he arrived after § 87(2)(b) was already in the holding cells. However, § 87(2)(b) spit at him after PO Salato told him he would be fingerprinting him. PO Salato stated that he had the majority of interaction with § 87(2)(b) at the station house because he was the arresting officer. PO Salato transported § 87(2)(b) to Central Booking with PO Alden. § 87(2)(b) was significantly more calm, but was still uncooperative and was “sucking his teeth.” PO Salato did not make any comments to § 87(2)(b) about his name or his being from “the ghetto.” There was no discussion about what was on the radio on the way to Central Booking.

#### **PO Vizcarrondo**

PO Damian Vizcarrondo, a § 87(2)(b)-old Hispanic male was interviewed at CCRB on November 17, 2004. (encl. 11A-D) He is 5’11”, weighs 225 lbs., has a medium to large build and has brown hair (his head was shaved during the interview) and brown eyes. There were no relevant memobook entries pertaining to the incident. On July 15, 2004, PO Vizcarrondo worked from 10:00AM until 6:00PM with PO Parpan. They were assigned to Anti-Crime. He and his partner were in plainclothes and he was the operator of unmarked Chevy Lumina # 8267. PO Vizcarrondo said that he and his partner drove by the location and saw PO Salato following after § 87(2)(b) on foot. When § 87(2)(b) was unable to produce his identification and became uncooperative. PO Salato tried to handcuff him, PO Vizcarrondo assisted PO Salato by physically forcing § 87(2)(b)’s hands behind his back. Unlike, PO Salato who admitted that he frisked § 87(2)(b) PO Vizcarrondo was certain that no frisk was conducted because there was no safety risk. PO Vizcarrondo denied transporting § 87(2)(b) to the station house and said that he had no further interaction with him that day.

### **PO Alden**

PO Christopher Alden, a § 87(2)(b)-old white male with 7 years tenure, was interviewed at the CCRB on December 3, 2004. (encl. 14A-D) He is currently assigned to the 105th Precinct. On July 15, 2004, he worked from 9:30AM until 6:05PM with PO Salato. PO Vizcarrondo and PO Parpan were with them as well. He and PO Salato were in plainclothes and were assigned to Anti-Crime patrol. They were in unmarked green Chevrolet Lumina vehicle #8333. There were no relevant entries in his memobook pertaining to the incident. PO Alden said that when he and PO Salato arrived at the scene, he exited the car and began talking to PO Wimpelberg, who was already there. PO Salato approached a group of males and told them to disperse. PO Alden saw PO Salato speaking to an individual who refused to leave the scene and when he looked over to PO Salato to see if he needed help, PO Salato gestured to him that he was fine. PO Alden heard PO Salato threaten to arrest § 87(2)(b) for disorderly conduct. § 87(2)(b) resisted PO Salato's attempts to handcuff him. PO Alden approached them and assisted PO Salato in handcuffing § 87(2)(b). PO Alden did not know who transported § 87(2)(b) to the station house but believed that a different car would have been called to the scene, since the officers' car would have been full. PO Alden did not have any further interaction with § 87(2)(b).

### **PO Parpan**

PO Brendan Parpan, a § 87(2)(b)-old white male with 4 years tenure, was interviewed at the CCRB on December 16, 2004. (encl. 12A-D) He is 6'2", weighs 205 lbs. and has blonde hair and hazel eyes. On July 15, 2004, he worked with PO Vizcarrondo from 9:30AM until 6:05PM and was in plainclothes. They were assigned to a grey 4-door unmarked Toyota. He was assigned to SNEU within the 105th Precinct. He did not have any memobook entries pertaining to the incident. PO Parpan did not have any recollection of the incident.

### **PO Wimpelberg**

PO Brian Wimpelberg, a § 87(2)(b)-old white male with 14 years tenure, was interviewed at the CCRB on December 6, 2004. (encl. 13A-D) He is 6'1", weighs 245 lbs. and has black hair and brown eyes. He is currently assigned to the 115th Precinct. On July 15, 2004, he worked from 7:05AM until 3:40PM. He was in uniform and did not have a partner that day. He was assigned to beat #2 within the 105th Precinct. He was assigned to a marked scooter #3449. There were no memobook entries pertaining directly to the incident. PO Wimpelberg corroborated PO Alden's account that they were having a conversation when PO Alden's partners (he specified that two officers exited PO Alden's vehicle) approached the group of males standing in front of the bodega. PO Wimpelberg said that PO Alden's partners tried to handcuff § 87(2)(b) and that he resisted their efforts to do so. He saw the commotion and assisted the officers with the arrest. PO Wimpelberg said that § 87(2)(b) was frisked before getting into the police vehicle. He had no further interaction with § 87(2)(b) that day.

### **PO Matos**

PO Jennifer Matos, a § 87(2)(b)-old Hispanic female with 3 years tenure was interviewed at the CCRB on April 13, 2005. (encl. 15A-E) She is 5'3", weighs 125 lbs. and has brown hair and brown hair with blonde highlights. On July 15, 2004, PO Matos worked from 1:00PM until 9:35PM with PO Durante and was assigned to anti-crime that day. She and her partner were wearing plainclothes and assigned to an unmarked vehicle #965, a black unmarked 4-door sedan. PO Matos did not have her memobook with her on the date of the interview. Her memobook entries for July 15, 2004 were requested on March 30, 2005 and received on April 28, 2005. It showed that at 5:00PM PO Matos transported one male to Queens Central Booking with PO Salato, and ended her tour at 6:05PM. (encl. 15A-C)

PO Matos said that she did not interact with any prisoners at the 105th Precinct station house on July 15, 2004 and did not recall speaking with PO Salato that day regarding an arrest that he made. PO Matos did not recall if she was at the station house as of 5:00PM on July 15, 2004, but stated that she would most

likely have been on patrol. PO Matos had no recollection of transporting any prisoners to Central Booking with PO Salato on July 15, 2004. PO Matos was informed that § 87(2)(b) stated that a white female officer described as a “detective” – indicating plainclothes – with the first name “Jen” and PO Salato transported him to Central Booking from the 105th Precinct station house. She was shown a copy of the tour 2 roll call which verified that she was working on July 15, 2004. She maintained that she did not recall ever going to Central Booking with PO Salato that day. PO Matos stated that she was curious as to how § 87(2)(b) would have identified her by her first name, but staunchly denied having any interaction with any prisoners on the date of the incident.

### **Communications Records**

Sprint job #X06939 indicates that at 2:15PM, one male was stopped at 144th Avenue and 243rd Street in Queens. One minute later, he was arrested. (encl. 16A)

### **Police Documents**

The *105<sup>th</sup> Precinct tour 2 roll call* for July 15, 2004 verifies that PO Salato, PO Matos, PO Parpan, and PO Vizcarrondo were assigned to anti-crime and that they worked from 9:30AM until 6:05PM. The roll call adjustment sheet shows that the above officers switched from an afternoon tour of 1:00PM – 9:35PM to a day tour due to a lack of “coverage.” PO Alden was not listed on the tour 2 roll call, however, his memobook indicates that he was assigned to anti-crime and worked from 9:30AM until 6:05PM with PO Salato in marked vehicle #8333. (encl. 17A-O) The *command log* lists an arrest for “De§ 87(2)(b)” at 2:45PM and his physical condition was listed as normal. PO Salato was listed as the arresting officer and the arrest time was 2:16PM. A notation in the margin indicates that § 87(2)(b) was transported to Queens Central Booking at 5:00PM in vehicle #8333. (encl. 18A) *The prisoner holding pen roster* shows that PO Salato signed him into the holding pen area at 3:00PM and was removed and taken to Central Booking at 5:00PM. (encl. 19A)

### **Criminal History of Civilian**

§ 87(2)(b) [§§ 86(1)(3)&(4)] [§ 87(2)(c)]

### **Status of Court Case**

§ 87(2)(b) [§§ 86(1)(3)&(4)] [§ 87(2)(c)]

### **Substantiated CCRB Allegations Which Have Resulted in the Imposition of Discipline**

There have been no substantiated CCRB allegations made against PO Salato or PO Matos. (encl. 5A and 6A)

## **Conclusions and Recommendations**

### **Officer Identification**

According to § 87(2)(b)'s account of the incident, the same officer that initially stopped him followed after him and threatened him with force. The same officer frisked him after he was handcuffed, processed his arrest, transported him to the station house, and subsequently made discourteous comments to him. PO Salato confirmed his identity as the arresting officer and verified that he transported § 87(2)(b) to the station house. PO Salato's statements, as well as those of the other officers at the scene, indicate that he stopped § 87(2)(b) and asked him for his identification. PO Salato acknowledged that he followed after § 87(2)(b) when he started to walk away, admitted to frisking § 87(2)(b) after he was handcuffed, and confirmed that he transported § 87(2)(b) to Central Booking. § 87(2)(g)

§ 87(2)(b) alleged that a white female detective named “Jen” spoke discourteously to him during the transport to Central Booking.

PO Matos is the only officer listed on the roll call whose first name is Jen, moreover, she was assigned to anti-crime. PO Matos did not recall the interaction, and PO Salato said that PO Alden was with him at the time, however, PO Alden denied having been there. PO Matos did not bring her memobook with her to the CCRB on the date of her interview. Subsequent request and receipt of PO Matos' memobook revealed an entry verifying that she did, in fact, transport § 87(2)(b) to Central Booking with PO Salato. (encl. 15A-C) § 87(2)(g)

§ 87(2)(g)

### Undisputed Facts

It is undisputed that § 87(2)(b) had been asked to leave the location before PO Salato followed him on foot and eventually asked him for his identification. PO Salato and at least one other officer used physical force while getting § 87(2)(b)'s hands behind his back. While PO Salato and the other officers were arresting him, PO Salato frisked § 87(2)(b) and an officer searched him. PO Salato processed § 87(2)(b)'s arrest at the 105<sup>th</sup> Precinct station house, and transported him to Central Booking later that day.

### Disputed Facts

§ 87(2)(g)

### Credibility

§ 87(2)(b)

§ 87(2)(g) § 87(2)(b) § 87(2)(b)'s aunt, filed the complaint on his behalf, however, upon initial contact, § 87(2)(b) was cooperative during the investigation. § 87(2)(g)

§ 87(2)(g)

### Officers

§ 87(2)(g) Regarding the frisk, PO Salato said that he did it, PO Wimpelberg acknowledged that a frisk was done, but did not know who did it, PO Alden denied any knowledge about a frisk but added that it should have been done, and PO Vizcarrondo said that no frisk was conducted at all. § 87(2)(g) Regarding a search, PO Salato, PO Wimpelberg, and PO Alden denied any knowledge of a search, however, PO Vizcarrondo specified that § 87(2)(b) was definitely searched before getting into the police vehicle. § 87(2)(g) PO Salato said PO Alden and PO Vizcarrondo transported § 87(2)(b) to the station house and that he met

them there later. PO Vizcarrondo denied transporting § 87(2)(b) and PO Alden did not know whether he did or not. Also, PO Salato said that he and PO Alden transported § 87(2)(b) to Central Booking, however, PO Alden denied it and PO Matos' memobook verifies that she accompanied him to Central Booking. § 87(2)(g)

#### **Determination of Facts**

§ 87(2)(b) refused to leave the location when asked to do so. He refused to provide his identification to PO Salato when requested, and resisted the officers' attempts to handcuff him. The officers used physical force to get his hands behind his back and he was transported to the 105<sup>th</sup> Precinct station house for processing. PO Salato processed his arrest and later he and PO Matos brought § 87(2)(b) to Central Booking.

#### **Allegations/Analysis**

**Allegation A – Abuse of Authority – PO Anthony Salato stopped and questioned § 87(2)(b)**

**Allegation B – Abuse of Authority – PO Anthony Salato threatened § 87(2)(b) with the use of force.**

**Allegation C – Force – Officers used physical force against § 87(2)(b)**

**Allegation D – Abuse of Authority – PO Anthony Salato frisked § 87(2)(b)**

**Allegation E – Abuse of Authority – An officer searched § 87(2)(b)**

According to New York Search and Seizure, an officer needs to have established “a founded suspicion that criminal activity is afoot” before stopping an individual and “closing in on [a] defendant as a suspected law breaker.” (encl. 1A) § 87(2)(g)

**Allegation F– Discourtesy – PO Anthony Salato spoke rudely to § 87(2)(b)**

**Allegation G – Discourtesy – PO Jennifer Matos spoke rudely to § 87(2)(b)**

§ 87(2)(g)

His first name is spelled correctly on the arrest report, which was completed by and entered into the computer system by PO Salato, as well as on the prisoner holding pen roster, also filled out by PO Salato. (encl. 9A-C and 19A) § 87(2)(g)



§ 87(2)(g) [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Prior OATH and DCT decisions have established that officers may use profanity in an attempt to gain compliance and under certain stressful situations. (encl. 3A and 4A) Police officers are expected to be courteous and professional when dealing with the public. § 87(2)(g) [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Investigator:	Date:
Supervisor:	Date:
Reviewed by:	Date:
Reviewed by:	Date: